

Proposal for One-Time Performance-Based Compensation Plan  
Utah County Academy of Sciences (UCAS)  
For Fiscal Year 2008-2009

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Overview:

The Utah County Academy of Sciences (UCAS) proposes to pilot a Performance-Based Compensation Plan for the UCAS Teachers and Staff. The plan pays a bonus to teachers and staff for excellence in instruction as determined by specific criteria.

The amount of the Performance-Based bonus for qualifying teachers would be determined by using a mathematical formula which includes the money available and the number of students or semester sections affected by the qualifying teacher.

The administration, counselors, and the staff of UCAS work together with teachers to insure that UCAS students are receiving an excellent education. While the role of administrators, counselors, and staff is often seen as a support function, their hard work, dedication, and support directly affects the attendance, behavior, and success of students. The Performance-Based bonus for administration, counselors, and staff is based on successful completion of school-wide goals.

Eligibility:

All part and full time teachers, administrators, counselors, and staff at UCAS are eligible to participate.

Teacher Criteria:

To receive a Performance-Based bonus, the UCAS teacher must meet the following:

- 1) The teacher must receive a recommendation from the Principal based on successful administrative observations and evaluation.
- 2) The teacher must distribute a UCAS approved student class and teacher survey form and analyze the results of the survey. The overall satisfaction rating of the survey must be 3.5 or above on a 0 to 5 point scale. The administration will distribute a parent survey which will request input regarding teachers, classes, programs, counseling, administration, and other services. The teacher's satisfaction score on the survey must be 3.5 or above on a 0 to 5 point scale
- 3) The teacher must work with under-achieving students to help them master the course material so that the failure grade rate is lower than 15% for any and all classes.
- 4) The teacher must show that the students in the classes are performing above the state and national averages for that specific class. Ways to show the performance level of the classes includes the use of standardized exams, end of level state exams, final exams

used by college or other programs, and other methods used to compare student performance.

#### Administration, Counselors, and Staff Criteria:

For the Administration, Counselors, and Staff to receive a Performance-Based bonus the school as a whole must meet the following:

- 1) At least ninety percent of all teachers must qualify for a Performance Bonus.
- 2) The overall student attendance rate at UCAS must be 90% or higher.
- 3) The administration will distribute a parent survey which will request input regarding teachers, classes, programs, counseling, administration, and other services and will analyze the results of the survey. The overall satisfaction rating of the survey must be 3.5 or above on a 0 to 5 point scale regarding administration, counseling, and support services.
- 4) The overall graduation rate for the school must be above 85% not counting exchange students, transfer students, or August graduates.

#### Instruments Used To Evaluate Performance:

The assessments that may be used to evaluate student performance includes: ACT, SAT, UBSCT, CRT, end of level exams, common course final exams, and statistical comparisons with college students taking the same class.

#### Amount of Performance-Based Bonus:

The amount of Performance-Based bonus for teachers will be determined using an equation which takes the Performance-Based Compensation funds available multiplied by the ratio of the number of credits issued by the teacher and the total number of acceptable credits at the school. For example: \$8000 total was available to teachers for Performance-based Compensation. A teacher who met all the requirements to participate in the bonus taught students who earned 120 high school credits. The total number of student credits who were taught by high performance teachers was 1600. Using the formula you would take \$8000 times (120/1600) equals a bonus of \$600.

The amount of Performance-Based bonus for administrators, counselors, and staff will be determined using a formula which takes the total Performance-Based Compensation funds available multiplied by the ratio of the FTE of the employee and the total FTEs of the administrators, counselors, and staff. For example: \$4000 total was available to administrators, counselors, and staff. A full time secretary has a 1.0 FTE. The total FTEs of the administrators, counselors, and staff equals 8. The formula would take \$4000 times (1/8) equals a bonus of \$500.

The teachers would receive 2/3rds of the Performance-Based money available and the administrators, counselors, and staff would receive 1/3<sup>rd</sup> of the money.